

SOCIAL LIABILITY POLICY

We feel better under pressure

REV.00 - 14/04/2023



Vitillo

PREMISE

The principles illustrated in this document are valid for the entire Vitillo Group.

MISSION

The Vitillo Group, in carrying out its business, recognizes and preserves the value of the work carried out by its personnel and aims to protect the production and technological processes by looking at legality, correctness and transparency as essential prerequisites for the achievement of its production and cheap.

The Vitillo Group recognizes the **centrality of human resources** as the main success factor of every company and therefore intends to continuously and constantly improve the social conditions of all personnel employed directly by the Group or indirectly by its suppliers and subcontractors, with particular reference to work, safety and enhancement of human resources.

The Group, with a view to promoting and guaranteeing sustainable development, through:

- ✓ **social responsibility**
- ✓ **the Environmental Protection**
- ✓ **Health and Safety in the workplace**
- ✓ **product safety and quality**

is committed to achieving the highest standards of corporate integrity and social and environmental performance.

PROFESSIONAL ETHICS

The Vitillo Group upholds the highest standards of integrity and operates honestly and fairly in compliance with applicable laws. The Group promotes **ethical behavior that respects** human rights both internally and externally, defining the processes involving workers, customers, suppliers and other interested parties also through the adoption of its own Code of Ethics.

Responsible sourcing of materials: The Group responsibly procures the raw materials used in its products;

Anti-corruption: The Group opposes corruption in all its forms, including extortion and bribery;

Privacy: The Group implements appropriate measures to respect privacy, to protect personal data against loss and unauthorized access or use, and complies with laws and regulations regarding privacy and information security;

Disclosure of information: The Group discloses financial and non-financial information in accordance with applicable regulations and to respect the confidentiality of customer information;

Fair Competition/Antitrust: The Group upholds fair trade standards and conducts business in compliance with all applicable antitrust or anticompetitive laws and regulations;

Conflicts of interest: The Group conducts business so as to avoid any appearance of impropriety;

Counterfeit parts: The Group minimizes the risk of introducing counterfeit and/or deviated parts and materials;

Intellectual Property: The Group respects valid intellectual property rights and uses commercially reasonable practices to protect the transfer of proprietary technology and know-how;

Export Controls and Economic Sanctions: The Group complies with applicable restrictions on the export or re-export of goods, software, services and technology, as well as applicable restrictions on trade with certain countries, regions, companies or entities and individuals;

Establishment of the employment relationship: Personnel are hired with a regular employment contract; no form of irregular work or "undeclared work" is tolerated.

ENVIRONMENT

The Vitillo Group manages all its activities with a proactive approach to environmental responsibility, protecting the environment, conserving natural resources and reducing the environmental footprint of production throughout the life cycle. The Group aims to use resources responsibly with the aim of achieving **sustainable development** that respects the environment and the rights of future generations.

A comprehensive approach includes, but is not limited to:

- **Energy consumption and greenhouse gas emissions:** The Group undertakes to implement a strategy that leads to the reduction of the energy used in the production cycle and to an energy optimization of the plants, introducing where possible renewable energy sources;
- **Water quality and consumption:** The Group's objective is the effective reduction, reuse and recycling of water with responsible treatment of waste water to protect the environment and improve overall water quality;
- **Air quality:** The Group undertakes to regularly monitor, adequately control, minimize and, as far as possible, eliminate emissions that contribute to local air pollution;
- **Management of natural resources and waste reduction:** The Group stimulates and supports the use of sustainable and renewable natural resources, reducing waste and increasing reuse and recycling;
- **Responsible management of chemicals:** The Group is committed to identifying, minimizing or eliminating the use of hazardous substances in manufacturing processes and finished products to ensure regulatory compliance.

HUMAN RIGHTS AND WORKING CONDITIONS

The Vitillo Group respects the **human rights of workers** and treats all people with dignity as recognized by the international community.

- **Child labour/work and young workers:** The Group ensures that child labor is not tolerated in any form;
- **Salaries and benefits:** The Group provides compensation and benefits that comply with applicable local laws, including those relating to minimums, overtime compensation and benefits. The group guarantees a minimum wage equal at least to that envisaged by the National Collective Contract for the category and, in any case, such as to satisfy the primary needs of the personnel and provide a discretionary income. It does not use in any way or form "undeclared work" or remuneration systems aimed at avoiding the fulfillment of obligations towards personnel;
- **Working hours:** The Group guarantees working hours in line with the provisions of the National Collective Contract for the category and, in any case, not exceeding 48 hours per week. Ensures compliance with the regulations in force and the provisions of the National Collective Contract for the category regarding overtime work;
- **Forced labour:** The Group prohibits any form of forced (bonded) or compulsory labour, including trafficking in human beings, by neither using nor facilitating it in any way;
- **Freedom of association:** The Group respects the rights of employees to associate freely, to join or not to join trade unions, to bargain collectively and to join workers' councils. The company allows workers to communicate openly with management about working conditions and management practices without fear of retaliation, intimidation or harassment;
- **Health and safety:** The Group provides workers with a safe and healthy work environment and adopts all prevention and protection measures aimed at preventing potential accidents, injuries or occupational diseases that may occur as a result, in relation to or during the course of work, eliminating dangers wherever possible and systematically reducing the risks to the health and safety of company workers. To this end, it undertakes

to raise awareness and train workers so that they carry out their duties in safety for themselves and for others, planning regular and documented training and information activities for personnel. The group promotes the use of the most advanced technologies to achieve excellence in the protection of workers' health, occupational safety and environmental protection;

- **Harassment:** The Group guarantees a workplace free from harassment against workers in any form;
- **Discipline:** The Group treats all personnel with dignity and respect and does not adopt or tolerate disciplinary practices such as mental coercion, physical coercion, verbal abuse;
- **Non-discrimination:** The Group does not tolerate any form of discrimination in employment and provides equal employment opportunities regardless of worker or candidate characteristics such as race, color, age, gender, sexual orientation, gender identity, ethnicity or national origin disability, pregnancy, religion, political affiliation, union membership, or marital status.